



Senate

General Assembly

February Session, 2014

File No. 23

Senate Bill No. 20

Senate, March 18, 2014

The Committee on Higher Education and Employment Advancement reported through SEN. CASSANO, S. of the 4th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

AN ACT CONCERNING THE MINORITY ADVANCEMENT PROGRAM.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 10a-11 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2014*):

3 [(a) The Office of Higher Education shall, in consultation with the
4 institutions of the state system of higher education and the constituent
5 unit boards of trustees, develop a strategic plan, consistent with the
6 affirmative action plan submitted to the Commission on Human
7 Rights and Opportunities in accordance with section 46a-68, to ensure
8 that students, faculty, administrators and staff at each institution are
9 representative of the racial and ethnic diversity of the total population
10 of the state. For each institution, there shall be an approved plan which
11 shall include goals, programs and timetables for achieving those goals,
12 and a procedure to monitor annually the results of these programs and
13 a procedure to take corrective action if necessary. The Office of Higher
14 Education shall also develop policies to guide equal employment

15 opportunity officers and programs in all constituent units and at each
16 institution of public higher education.

17 (b) The Office of Higher Education shall report annually to the
18 Governor and General Assembly on the activities undertaken by the
19 office in accordance with subsection (a) of this section. The report shall
20 include institutional goals and plans for attaining such goals, as well as
21 changes in enrollment and employment at the state's institutions of
22 public higher education. If it is determined that an institution has
23 failed to achieve the goals set out pursuant to this section, such
24 institution shall develop a plan of corrective procedures to ensure that
25 such goals are achieved, subject to the approval of the Office of Higher
26 Education.] The Office of Higher Education may establish a minority
27 advancement program to reward and support efforts by institutions
28 within the state system of higher education towards meeting the [goals
29 established in the strategic plan developed pursuant to subsection (a)
30 of this section] goal of ensuring that students, faculty, administrators
31 and staff at each institution are representative of the racial and ethnic
32 diversity of the total population of the state.

33 Sec. 2. Section 10a-11a of the general statutes is repealed and the
34 following is substituted in lieu thereof (*Effective July 1, 2014*):

35 (a) As part of the minority advancement program, the Office of
36 Higher Education shall establish a Connecticut collegiate awareness
37 and preparation program to develop linkages with public school
38 systems targeted by the office for the purpose of providing motivation
39 and skills development for low performing middle school or high
40 school [underachievers] students.

41 (b) As part of the minority advancement program, the Office of
42 Higher Education shall establish a college access and success program
43 to strengthen minority student retention and graduation rates at
44 Connecticut's institutions of higher education.

45 [(b)] (c) Funding for said program shall be on a competitive basis
46 open to all Connecticut institutions of higher education. The Office of

47 Higher Education shall issue a request for proposals to all Connecticut
 48 higher educational institutions. A panel shall review applications on
 49 the basis of an evaluation format developed by said office. Payment
 50 will be made under contractual agreements between the office and the
 51 grant recipients.

52 (d) The Office of Higher Education shall report annually to the
 53 Governor and, in accordance with the provisions of section 11-4a, to
 54 the joint standing committee of the General Assembly having
 55 cognizance of matters relating to higher education regarding (1) the
 56 high school graduation rates of student participants in the Connecticut
 57 collegiate awareness and preparation program, and (2) the enrollment,
 58 retention and graduation rates of student participants in the college
 59 access and success program.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2014</i>	10a-11
Sec. 2	<i>July 1, 2014</i>	10a-11a

HED *Joint Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact: None

Municipal Impact: None

Explanation

The bill, (1) eliminates the requirement that the Office of Higher Education (OHE) develop a strategic plan to ensure racial and ethnic diversity at each Connecticut public higher education institution, (2) eliminates policy development, reporting, and corrective action requirements associated with OHE's strategic plan and (3) makes a conforming change to OHE's minority advancement program. This results in no fiscal impact as these changes conform to current practice.

The Out Years

State Impact: None

Municipal Impact: None

OLR Bill Analysis**SB 20****AN ACT CONCERNING THE MINORITY ADVANCEMENT PROGRAM.****SUMMARY:**

This bill eliminates the requirement that the Office of Higher Education (OHE) develop a strategic plan to ensure racial and ethnic diversity at each Connecticut public higher education institution. Under current law, the strategic plan must align with Connecticut Commission for Human Rights and Opportunities (CHRO) state agency affirmative action plan requirements (see BACKGROUND). The bill also eliminates policy development, reporting, and corrective action requirements associated with OHE's strategic plan and makes a conforming change to OHE's minority advancement program.

The bill also alters OHE's minority advancement program by:

1. adding a new component program for college access and success, and
2. redefining an existing component program for Connecticut collegiate awareness and preparation (ConnCAP).

EFFECTIVE DATE: July 1, 2014

STRATEGIC PLAN FOR RACIAL AND ETHNIC DIVERSITY

Current law requires OHE to develop a strategic plan consistent with CHRO affirmative action regulations. This plan must ensure that the racial and ethnic diversity of students, faculty, administrators and staff at each Connecticut public college and university mirrors the total state population. The bill eliminates the requirement that OHE create a strategic plan for individual institutions, along with related

requirements to:

1. develop equal opportunity policies to guide the institutions,
2. report yearly to the governor and General Assembly on plan activities and goals, and
3. develop a corrective plan if diversity goals are not achieved.

MINORITY ADVANCEMENT PROGRAM

Current law allows OHE to establish a minority advancement program to reward and support efforts by Connecticut public colleges and universities toward meeting diversity goals. If OHE establishes such a program, the bill requires it to also establish a college access and success program as a related component to strengthen minority student retention and graduation rates at in-state colleges and universities.

The bill also redefines an existing minority advancement program component known as the Connecticut collegiate awareness and preparation program (ConnCAP). ConnCAP helps Connecticut colleges and universities develop linkages with public school systems to motivate and prepare certain middle and high school students to attend college. Under the bill, the program must be targeted to “low performing students” rather than “underachievers” as in current law.

BACKGROUND

CHRO State Agency Affirmative Action Plan

By law, each state agency and department must develop a plan for its personnel and administration to ensure that affirmative action is taken, as required by federal and state law, to provide equal employment opportunities, and to comply with upward mobility and anti-discrimination laws.

COMMITTEE ACTION

Higher Education and Employment Advancement Committee

Joint Favorable

Yea 17 Nay 3 (03/04/2014)